



Supporting the Navy-Marine Corps Team with mission ready units, equipment and individuals throughout the full range of operations from peace to war.

Elements of a Fully Manned Naval Reserve and

The corresponding impact on

Mobilized and

Non Mobilized Reservists

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The Standard

- Proactively manage the Naval Reserve's human resources to
 - Achieve optimal force structure requirements and support capabilities to meet Navy's needs,

which will ,
 - Ensure advancement and career opportunities,

which will in turn contribute to,
 - Maximum retention of Sailors and Officers to fill the force structure requirements.



Fully Manned Objective

- Within Navy Sea Warrior strategy, achieve a 90% force-wide billet fill rate.
 - Pro-actively manage billets and inventory as Sea Warrior changes the requirements, skills and distribution environment, and provides enhanced management and decision making tools. Must lead to;
 - Defined, understandable and enforceable policy.
 - Effective and accurate field level execution.
- A filled billet is one filled by a member who;
 - Meets rate/designator and pay-grade requirements under current RFAS, or has an approved waiver.
 - Possesses the required skills (currently NEC, NOBC, SSP, etc), or is enrolled and current in an approved qualification program.

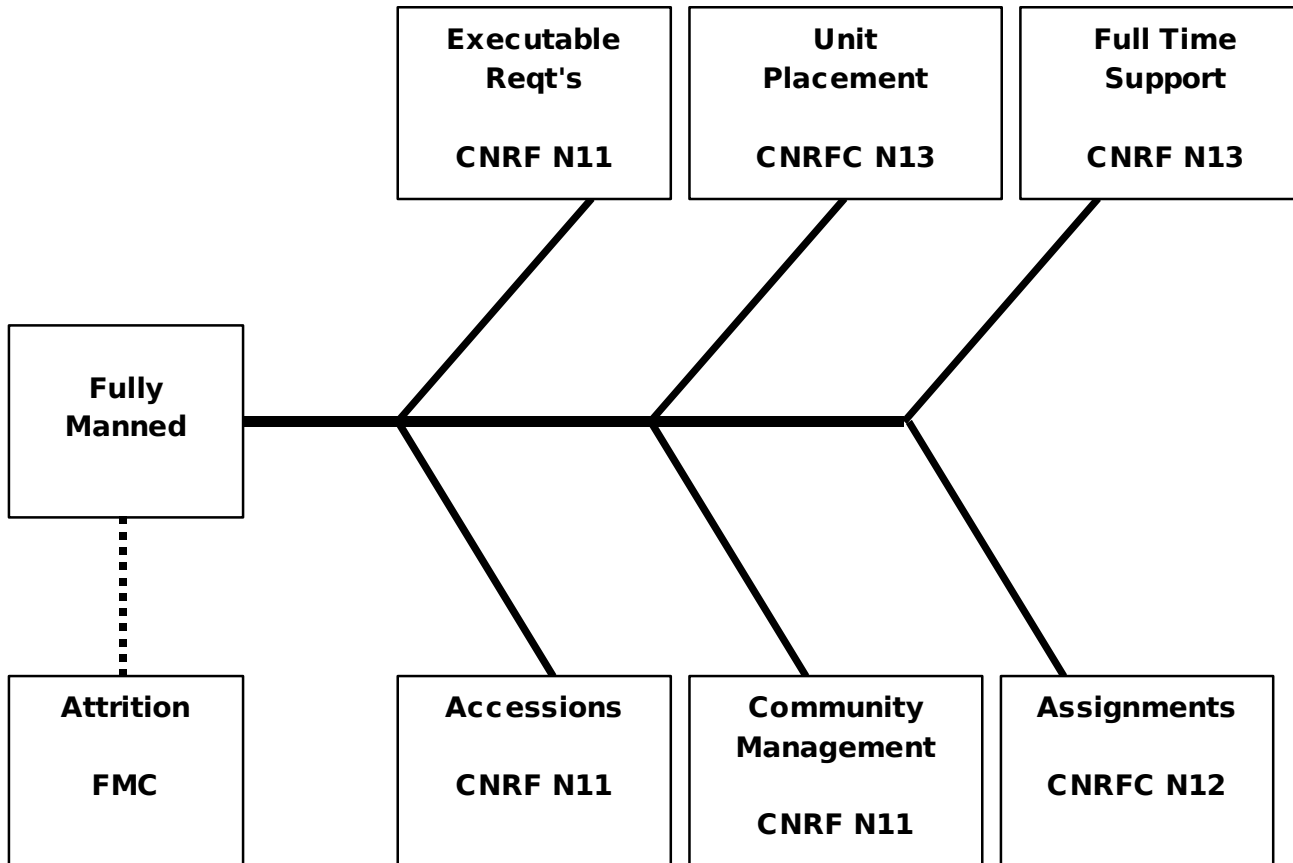


Constraints

- Realities defining the environment
 - The Naval Reserve must meet End Strength.
 - SELRES can quit.
 - SELRES live where they want to.
 - CNRF does not have input in other Claimants' requirements determination process.
 - Navy organization.
 - Congressional influence and directions



Fully Manned Elements





Executable Requirements

- Standard
 - A requirement that can be filled and trained to, resulting in a qualified Reservist to the Claimant when needed.
- Objective
 - Actively engage Claimants to manage their stated requirements
 - ID those that should be active duty
 - Maximize reserve fills from available inventory
 - NAVETS and substitutions, OSVETS or civilians with pre-requisite skills and ability to be trained.



Executable Requirements; Metrics

- Metrics
 - % of requirements that can be filled, based on
 - Inventory
 - Historical fill rates
- Sources
 - ECMO and Officer worksheet (qtrly)
 - RHS weekly reports
 - Vacant billet vs. IAP report (new)
- Use
 - Establish baselines and trends in force-wide billet fill.
 - ID un-executable requirements for change in order to achieve 100% executability.



Accessions

- Standard
 - The process for hiring personnel to fill stated requirements.
- Objective:
 - Maximize NAVET accessions
 - Establish an effective nationwide ability to identify and recruit NAVET personnel to support stated requirements.
 - Retain ability to access OSVET and NPS where absolutely necessary.



Accessions; Metrics

- Metrics
 - % of eligible NAVETs leaving ACDU recruited to requirements
 - % of consistently vacant billets
 - # &% of NAVETS turned away
- Sources
 - Accession plan/Reservation list (weekly)
 - Navy and DMDC data on NAVETs leaving active service
 - NAVRET, NPDB, DMDC data to be reviewed to ID most reliable source
- Use
 - Will establish benchmarks for recruiting success, and provide feedback to Executable Requirements element



Unit Structure & Placement

- Standard
 - Optimal structure and placement of Units in order to maximize local fill, taking into account SELRES population, demographics and proximity to the gaining command.
- Objective
 - Establish and maintain the means to accurately gauge demographics and inventory to ensure maximum local fill of Units.



Unit Structure/Placement; Metrics

- Metrics
 - Unit Billet Fill %.
 - Average 90% unit fill rate force wide.
- Sources
 - RHS
- Use
 - Establish baseline and continuing benchmark to validate impact of tools and process improvements.
 - Are Units being located and structured to maximize fill?
 - Identify issues driving location/structure that will negatively impact Unit Billet Fill.
 - Feedback to Assignments element.



Community Management

- Standard
 - The management of rate and designator community health, and personnel life-cycles to best meet stated requirements.
- Objective
 - No critically under-manned or critically over-manned ratings (ECMO A & C) or officer designator & grade categories.
 - A well-structured Navy framework that will ensure consistent accession plans, career path assignments, and opportunities for advancement & promotion.



Community Management; Metrics

- Metrics
 - Force-wide ECMO B and desig/grade equivalent fill.
 - Rate/Rating or Desig/Grade overages or under-ages will result in inability to fill billets.
- Sources
 - ECMO and Officer Work Sheet
- Use
 - Management of inventory to ensure no critically under-manned or over-manned communities will ensure ability to fill stated requirements.
 - Feedback to Executable Requirements element.



Assignments

- Standard
 - The optimal assignment of qualified Reservists to fill stated requirements.
- Objective
 - Establish and maintain equitable policies and practices, and useable tools to provide for consistent assignment of Reservists across communities and programs.
 - Ensure qualified billet fills, maximizing local fills, and actively managing limits on IAP.



Assignments; Metrics

- Metrics
 - Billet Fill & sub-categories
 - IAP, skills match %, RFAS mis-match, etc.
 - Assignment volatility
 - Ability to fill a billet and keep it filled.
- Sources
 - RHS Billet Fill & Billet Turnover data
 - NSIPS/RHS alignment data.
- Use
 - ID billets/Units/NRAs with consistent billet fill problems.
 - ID & monitor system problems causing billet instability.
 - Feedback to Executable Requirements, Accessions and Unit Struct/Placement elements.



Retention / Attrition

- Standard
 - The ability to measure and recognize the root causes of non-forced attrition in order to gauge the effectiveness of policies and actions.
- Objective
 - Enhance the ability to identify and measure the impact of policies and actions undertaken within the Fully Manned Elements, and to provide feedback needed to adjust those policies.